

CONCORDIA'S THURSDAY REPORT

Publications Mail Agreement No. 40042804

Vol. 28, No. 15

<http://ctr.concordia.ca>

May 6, 2004

Adrienne Clarkson awarded honorary doctorate



Governor-General Clarkson's official portrait

BY BARBARA BLACK

Spring convocation at Place des Arts will be even more splendid than usual on June 10, when Governor-General Adrienne Clarkson is given an honorary doctorate.

The award will be given to Canada's head of state at the morning convocation ceremony of the Faculty of Arts and Science, and Clarkson is expected to address the gathering.

Born in 1939 in Hong Kong, she came to Canada as a three-year-old with her family, and grew up in Ottawa. She attended the University of Toronto's Trinity College, winning the Governor-General's Gold Medal in English, and went on to do postgraduate work at the Sorbonne, in Paris.

Her curiosity about the world, coupled with her poise, led to a career on CBC television, where she became well known as the co-host of *Take Thirty*, a sophisticated and engaging daytime talk show. She enjoyed a long career as a writer and host, particular-

ly of artistic and cultural subjects, and including a stint on *the fifth estate*.

From 1982 to 1987, she served as the first Agent-General for Ontario in Paris, promoting that province's business and cultural interests in France, Italy and Spain. She was also president and publisher of McClelland & Stewart from 1987 to 1988.

During these years, she contributed articles to newspapers and magazines in Canada, and wrote three books. She also continued her television career, winning dozens of awards in Canada and the U.S.

She became Governor-General in 1999, and immediately put her own stamp on the office, traveling widely across Canada and abroad with a combination of flair, enthusiasm for her job and concern for others.

The award will be presented at the morning convocation ceremony of Arts and Science, beginning at 9:30 a.m., in the Salle Wilfrid Pelletier of Place des Arts.

Spring 2004 Convocation

June 10, 9:30 a.m., Faculty of Arts and Science: Governor-General Adrienne Clarkson, Claude Ryan (posthumous)

June 10, 2:30 p.m., Faculty of Arts and Science: Alistair MacLeod, John O'Brien

June 10, 7 p.m., Faculty of Engineering and Computer Science: Normand Hébert

June 11, 9:30 a.m., John Molson School of Business: Lui Che Woo, Henri-Paul Rousseau, André Chagnon

June 11, 3 p.m., Faculty of Fine Arts: Maryvonne Kendergi, Guido Molinari (posthumous)

Please see page 5.

Class project retools marketing of Co-operative Institute

BY JULIE LEPSETZ

As Monica Golarz and her classmates in the John Molson School of Business recently discovered, *real education for the real world* is more than just a motto.

That real-world education took the form of a semester-long project in Harold Simpkins' Integrated Marketing Communications course to develop a complete marketing campaign for a bona fide client: Concordia's Institute for Co-operative Education (ICE).

Golarz, who will graduate next month with a degree in marketing, called the project an excellent opportunity. "You accumulate so much theory during your university career; this was a great way to actually apply it in a real situation."

Established in 1980, ICE allows students to combine alternating semesters of academic study with outside work experience. In addition to their degree, graduates of the program gain hands-on, practical experience in their chosen

field, making them attractive candidates for employers. Over 800 students are currently involved in ICE, which offers 26 programs of study in the university's four Faculties.

A recent desire to increase enrolment and expand its brand recognition in the community led ICE to offer the marketing challenge to Simpkins' class. Students were divided into six competing groups and given a hypothetical budget of \$100,000 to prepare their marketing campaign.

After 13 weeks of hard work, Golarz and four teammates — Nadine Lafond, Nancy Zajdler, Caroline Bumuelle and Han Hoang — were declared the winning team. Their appropriately titled Integrated Solutions Group proposed several suggestions, including changing ICE's moniker to Concordia's Co-op to better embrace Concordia's brand name and reputation while maintaining the Co-op's separate identity.



The winning team of students whose class project will affect the marketing of the Co-op: left to right, Caroline Bumuelle, Nancy Zajdler, Monica Golarz, Han Hoang and Nadine Lafond.

Continued on page 8

in this
ISSUE

2 Charter stars:
James Kelly says
we're a model

3 Top women:
Conference on
stalled progress

5 Hon docs:
Ten recognized
at ceremonies

10 Harassment:
New law goes
into effect

Environmental economists meet here in July

BY JULIE LEPSETZ

This summer, Montreal will host the one of the largest academic conferences of ecologically-minded individuals ever assembled. The event is the 8th Biennial Scientific Conference of the International Society for Ecological Economics (ISEE) from July 11-14.

Formed in 1989, the ISEE is a non-profit organization whose goal is to advance understanding of the relationships among ecological, social, and economic systems for the mutual wellbeing of nature and people.

Organizing the conference are two economics professors, Frank Müller of Concordia, and his colleague, Jean-Pierre Revéret from the Université du Québec à Montréal. In a recent interview, Dr. Müller noted with pride that while regional chapters — namely the Canadian Society for Ecological Economics (CANSEE) — have met in Montreal before, this will be the organization's first international gathering in Canada.

Müller, who has been teaching at Concordia since 1974, was instrumental in bringing the event to Montreal. A founding member and former president of CANSEE, he was a participant in 2002 at the previous international conference in Tunisia. "It must have been the Tunisian red wine, because I volunteered to organize the [next] conference," he joked.

Müller and his colleague have been in planning mode ever since, and it's no wonder, given that approximately one-third of the organization's 3,000 members worldwide are expected to take part in this event. Participants will come from over 40 countries, including Austria, Brazil, China, France, Germany, India, Nigeria, Sri Lanka and the United States.

The conference title is Challenging Boundaries:

Economics, Ecology and Governance. Discussion topics are numerous and include among others biodiversity, climate change policies, ecosystem health and globalization.

Conference participants will enjoy workshops and symposia, as well as plenary sessions featuring speakers from various disciplinary backgrounds. India's Vandana Shiva is one of the many scheduled speakers, and Müller called her participation a "big coup."

The conference focus is deliberately broad and encompassing, and although many issues are up for discussion, there will be no clear-cut solutions for how to achieve a sustainable socio-economic society.

"Obviously, we will not come up with a blueprint for ultimate change [in July], but hopefully, we can advance the concept," Müller said.

The purpose of the conference, and the work of the ISEE in general, is not radical change, but rather to "encourage awareness about ecological economics and to contribute to changes in decision-making and in academic institutions. In addition, through publications such as the ISEE journal, *Ecological Economics*, we hope to change minds inside and outside of academia."

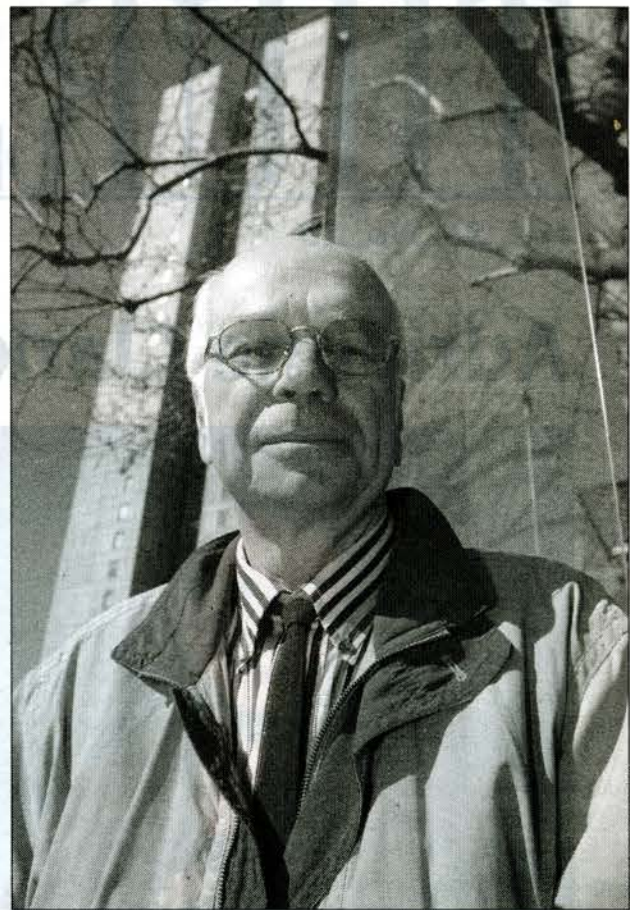
Although the fight seems like an uphill battle, Müller is a proponent of modifying the current socio-economic system.

"Change is necessary because we cannot sustain our current levels of consumption. We must begin to think outside of conventional thought" to find solutions.

For Müller, the actual term "ecological economics" is too limited. "I would prefer 'science of survival,'" he said. "We have to find a way to live within our ecological framework" if we want to survive.

The 8th Biennial Scientific Conference of the International Society for Ecological Economics (ISEE) will

be held July 11-14 at the Palais des Congrès. The general public is welcome to attend. For more information, visit www.iseemontreal2004.com.



Frank Müller

James Kelly says the Charter has made Canada a leader



James Kelly

BY FRANK KUIN

Canada's Charter of Rights and Freedoms has been a model for other Commonwealth nations in drawing up their own bills of rights, says James Kelly, a new professor in Concordia's Political Science Department.

Kelly, an expert on the Charter of Rights and Freedoms

who holds a PhD from McGill University, has researched several aspects of the document, which was added to the Canadian constitution in 1982 at the initiative of then Prime Minister Pierre Elliott Trudeau.

Specifically, he has studied the issue of "judicial activism," rejecting charges that the Charter has allowed courts in Canada to usurp powers from Parliament. In addition, he's examined ways in which the Charter compares with similar documents in Britain and New Zealand.

"In many ways, other members of the Commonwealth have been looking at the Canadian experience," Kelly said. He is heading off to New Zealand, where he is currently conducting research on that country's 14-year-old Bill of Rights.

"They are all looking at the Canadian Charter and adopting many provisions of it, but also trying to prevent some of the problems."

Indeed, Canada has been a leader in reconciling a parliamentary system based on the British model, in which the legislature is supreme, with the ability of courts to strike down its decisions. The Charter's "notwithstanding clause," or section 33, was a measure to attain that balance.

"That was one of the innovations of the Canadian Charter," Kelly said. "If Parliament felt judicial decisions were inappropriate, it could assert its supremacy by invoking section 33. And that clause has in many ways reappeared in other bills of rights in Westminster democracies."

Trudeau did not like the notwithstanding clause, because he felt it undermined the Charter. In practice, however, it has only been used twice since 1982, speaking to Kelly's other research interest — judicial activism.

"The limited use of the notwithstanding clause probably shows that no one actor monopolizes the interpretation of the Charter," he said. "There is a lot of commonality between what judges and politicians and citizens say about rights."

In fact, the debate about "judicial activism" — unelected judges striking down decisions by parliament — is a "false debate," Kelly said. It has focused too much on the courts,

neglecting an aspect political scientists should really be concerned with: the responses of political actors to the Charter.

While the courts have invalidated numerous statutes, most of these were enacted before the Charter, disproving the charge that judges are routinely challenging the contemporary will of parliamentarians.

More importantly from a political scientist's perspective, however, the legislative branch of government has undertaken to pre-empt invalidation of its laws by carefully scrutinizing whether they comply with the Charter.

"I'm looking at what I call legislative activism, which is the way public policy has been changed in its development to incorporate Charter values in the policy process," Kelly explained.

When the government develops legislation now, it takes great care to ensure that it can withstand judicial review. This "rights scrutiny" is done by the Department of Justice, meaning that its role in evaluating new laws has arguably eclipsed that of Parliament.

"What we have really seen is a shift of power away from Parliament, towards the cabinet," Kelly said. "So I'm not concerned about judicial supremacy, but more about what I see as growing executive supremacy within the parliamentary arena."

Indeed, he said, "that's probably the greatest limitation of the Charter," one that other Commonwealth nations have sought to avoid.

Britain, for instance, adopted a human rights act in 1998, suspending it for two years to give parliamentarians a chance to review legislation from a rights perspective.

Despite this shortcoming, however, Kelly speaks lyrically about the effect the Charter has had on Canadian society. He said it has fundamentally changed the way Canadians see themselves.

"Before, what it meant to be Canadian was probably public health care," he said. "Now, it's the Charter of Rights and Freedoms. I think it's this national unity function, the symbolism, that has been the greatest success of the Charter."

Women want more room at the top of the academic pile



Dean of Graduate Studies Elizabeth Saccá with Elizabeth Cobbett, a student in the MA in Public Policy and Public Administration, who was awarded the Senior Women Academic Administrators of Canada Graduate Student Award of Merit. The other two winners of the award are also from Quebec. The awards were presented April 30 at the McCord Museum at a banquet that was part of a conference called Women on Top. Saccá co-hosted the conference, along with Martha Crago, from McGill. We hope to bring you more about Cobbett in the Great Grads feature of the June 3 issue of CTR.

BY SARAH BINDER

Elizabeth Saccá, Concordia's Dean of Graduate Studies, was proud to learn that Concordia leads Quebec universities in the number of women it has as professors, but her pleasure is tempered by the suspicion that the top showing does not reflect the true distribution of women academics at the university.

Concordia's leading role in hiring women was laid out in one of the studies presented at the annual conference of Senior Women Academic Administrators of Canada (SWAAC), held at a downtown Montreal hotel April 29 to May 1.

Saccá would like to have a breakdown by Faculty and department in relation to the pool of available PhDs so she can get a better sense of how Concordia is doing on gender equity. Saccá thinks the Fine Arts Faculty (half of whom are women) and other areas with a higher number of women contribute to the overall number. She suspects that Concordia is no different from other universities when it comes to an uneven distribution of women among different fields.

Women continue to lag behind men in academic appointments almost everywhere in Canada. A study by Université Laval professor Hélène Lee-Gosselin shows that women made up only 31 per cent of Concordia's professors in 1997 — although that was a big leap from 17 per cent a decade earlier.

Canadian Association of University Teachers (CAUT) figures show that at 34 per cent, Canada placed 12th among OECD countries in the proportion of women university faculty in 2001, compared with first-place Ireland at 48 per cent.

The 119 participants at the SWAAC conference heard plenty of gloomy statistics about women's slow, or arrested, progress in the academic hierarchy. But far from being depressing, the conference acts as a stimulus for further action on the very important issues it raised, Saccá said.

"A lot of people are going back home to look at their own institution," she said. For example, Saccá wants to take a look at the gender distribution of fellowships at Concordia, as well as who gets various research monies from federal and provincial agencies.

Several conference speakers denounced the "scandalous" allocation of the plummy Canada Research Chairs (CRCs) the federal government set up in 2000. Women hold a mere 13 per cent of the Tier 1 CRC chairs, which ensure funding for seven years and are intended to promote "international stars," and only 23 per cent of the Tier 2 chairs that offer funding for two to five years and target "rising stars."

The program hasn't been able to attract women in proportion to the pool available because it did not have gender equity as one of its goals, noted Suzanne Fortier, Queen's University Vice-Principal (Academic). "If it's not an explicit goal, it will not happen naturally," Fortier said.

Saccá would like also to examine PhD deadlines at Concordia to see if "there might be way to adjust for differences between men and women having children."

In fact, family formation plays havoc with women's academic job prospects; a groundbreaking study by the University of California at Berkeley has shown. The author of that study, Dean of Graduate Studies Mary Ann Mason, told the conference that for women academics "the reproductive train and the tenure train are often on a collision course."

CAUT figures show that among full-time faculty in 2002-2003, women made up 26 per cent of tenured professors and only 15 per cent of full professors.

Lee-Gosselin's data indicated that women held only 13 per cent of president positions in 2000-2002, 17 per cent of vice-presidents, 26 per cent of deans, and 23 per cent of department chairs. In the private sector, by comparison, women represented a median 20 per cent of top management.

Concordia faculty, staff and alumni/æ pop up in the media more often than you might think!

names in the news

Bravo to **Nadia Vracotas**, a psychology student, who has been awarded a Medal of Bravery by the Governor-General for saving the lives of four people. She was on holiday in Corfu, Greece, in August 2002 when she noticed a group of adult swimmers in trouble. An expert swimmer and former lifeguard in Ville St. Laurent, she saved four of them, one after another. *The Gazette* reported on her award last Saturday.

Lawrence Kryzanowski (Finance) was interviewed on the CBC regarding the Quebec pension fund as a possible investor in Air Canada. He said they would look at it like any other investor, but they would be cautious. "Unless they thought they would get a high enough return, they would not invest. The airline business, especially Air Canada, is high-risk."

Bouchaib Bahli (Decision Science/MIS) was interviewed April 6 by CFCF-12 about outsourcing IT jobs. He said that costs are substantially lower in India, and there are no transport costs, because the products are sent electronically. However, some Indian companies that have American business are moving to Canada to be closer to their customers, and acting as brokers to connect with Indian suppliers.

Networking magazine's April issue looked at the JMSB's **Ned Goodman Institute**, which has installed a video conferencing system to teach MBA students in Toronto from Montreal.

During the recent week commemorating the tenth anniversary of the Rwandan genocide, **Frank Chalk** (History) appeared on Global News (Quebec), CBC's *The Current*, with Anna Maria Tremonte, and *The National*, with Joe Schlesinger. Most recent arrivals from countries in conflict want to enjoy Canada's civil peace, he said. However, "the pro-Palestinian communities are using an in-your-face strategy on campuses all over Canada and in the media, which is, I think, virtually unparalleled in the history of immigration to Canada." Chalk added that this activism is by a small minority of Palestinian-Canadians.

Michel Magnan (Lawrence Bloomberg Chair in Accountancy) said in *Finance et Investissement* on April 4 that if Canadian banks offer salaries to their chairmen comparable to those offered by their American competitors, it's because they fear American banks will hire them. He was quoted in *La Presse* on April 29 about the sudden departure from Nortel of CEO Frank Dunn and his top three financial executives. On the recent move by search engine Google to go public, Magnan told *The Gazette* last Saturday that entrepreneurs may sell shares with inferior voting rights to shift the risk to other shareholders while keeping the benefits of ownership for themselves.

Also on Google, a *Globe and Mail* update cited a study by **Martin L. Martens** (Management) and graduate student **Jean-Philippe Arcand**. They looked at whether a company should replace its founder with a professional CEO before the IPO (initial public offering) and how this might affect financial performance. Google, which plans to sell \$2.72-billion (U.S.) worth of shares to the public in an electronic auction, will continue to be run by two Stanford University graduate students who founded it. The Martens study seemed to the *Globe* to confirm the wisdom of this decision.

Triant Flouris (Aviation MBA) spoke on CKMI-TV GLO (Ste. Foy)/Global News Sunday about Jetsgo, which will operate out of Quebec City's airport. In *The Gazette* on April 27, Flouris talked about rumoured changes in airline regulation that include raising limits on foreign ownership, which could save Air Canada if new investors could be found.

The poetry anthology by Montreal-born Canadian poet, editor and anti-war activist and alumnus **Todd Swift**, now based in Europe, is number one in the U.K. charts in its category, according to *The Guardian* book review section. Swift published *100 Poets Against The War* as an online anthology last year. It was downloaded a quarter of a million times in a few short weeks, and then was published as a book of poems in the UK by Salt, in Cambridge.

The last concert of the season by the Studio de musique ancienne de Montréal, directed by Dean of Fine Arts **Christopher Jackson**, was held at St. Leon Church, Westmount. It got a rave review on May 4 from *The Gazette's* Arthur Kaptainis, who said they gave Antonio Vivaldi's choral music "a superb performance."

Letters

Trip down memory lane

In your issue of April 8, there was an article re the Garnet Key. I read this article with great interest, since in April 1969 I was made an honorary member of the Garnet Key.

At the time I was chairman of the then UCSL of SGWU (Sir George Williams University). [There were] financial difficulties due to government cutbacks concerning all activities of the students, [including] the Key. However, we managed to come up with sufficient monies.

I wear my pin with pride, and am often asked by friends and others what the Key represents. I am proud to explain that the Key comprises elite, nominated students, whose task is to advance the name of Concordia University in all its aspects.

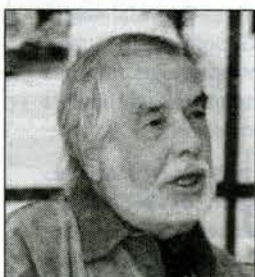
Keep up the good work, and congratulations to all new recipients.

Frederick W. Bedford, Professor Emeritus, Concordia University Mathematics Department, Avonmore, Ont.

P.S. You will notice at the top [of my letter] the letters A.M.D.G. These were always put in the upper left corner of all assignments and exams at Loyola in the early '30s. It stands for "to the greater glory of God." In Latin, it is "Ad maiorem dei gratia." However, some of us called it "Aunt Mary Drinks Gin." Some older alumni might remember.

In memoriam

James Stewart, 1928-2004



Montreal lost one of its best journalists and teachers of journalism when James Stewart died of cancer on April 26.

Stewart taught editorial and opinion writing at Concordia for 25 years, but this was a sideline to his long and distinguished

career as a newspaperman.

He joined the *Montreal Star* in 1959, and served in various roles, including the London and Ottawa bureaus, and as associate editor; he also wrote a book about the FLQ crisis, *Seven Years of Terrorism*.

When the *Star* folded in 1979, he went to *The Gazette* as a senior political writer. He retired in 1998, but continued writing the seniors' column. Over the years, he wrote many book reviews.

Stewart started teaching at Concordia the year after the journalism program was founded; that was in 1974, when it consisted of 23 students, one class and 18 typewriters in an annex on Mackay St.

In an obituary in *The Gazette* last week, journalism chair Enn Raudsepp said Stewart was both respected and dedicated. "He came in early to talk to students, and stayed late. He wasn't flashy, but had all the skills of the solid, thinking man's quintessential journalist."

At a reception for his retirement from teaching in October 1999, Senator Joan Fraser, who was his editor at *The Gazette*, praised his acute powers of observation. In recent years, he was a member of the editorial board of *Concordia Magazine*, published by Alumni Affairs.

Loyola Medal goes to Dominic D'Alessandro

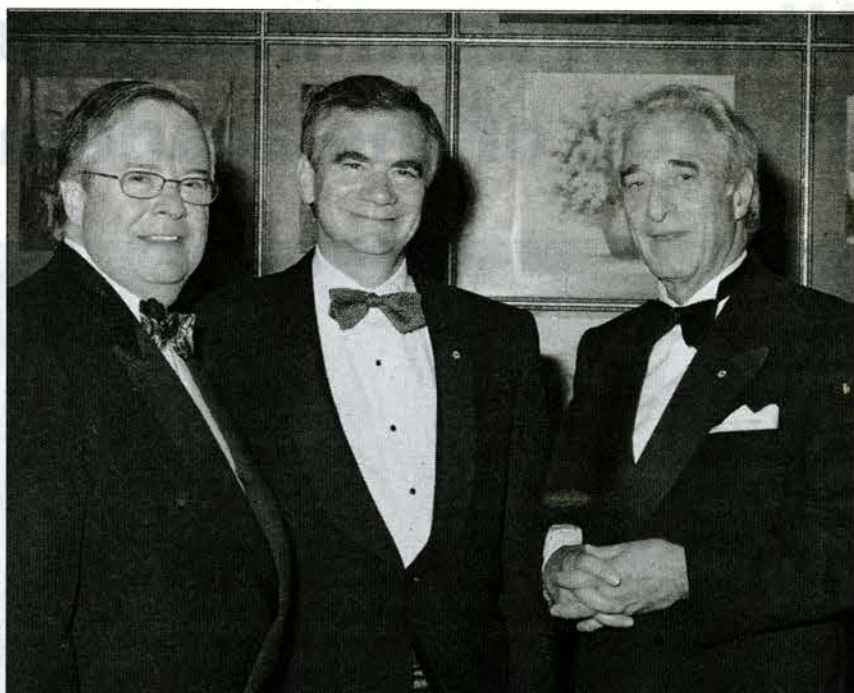
The Loyola Medal was presented in Toronto on May 3 at a dinner for 400 guests at the Four Seasons Hotel.

The recipient was business executive and alumnus Dominic D'Alessandro, who has earned widespread admiration in a decade as president and CEO of Manulife Financial Corp. He took the company through demutualization and conversion to public company status in September 1999, and recently merged it with the U.S. giant John Hancock Financial Services.

As an old classmate and fellow Loyola Medal recipient Richard Renaud said at the dinner, "The company earns six times more today than it did the day he took over. Manulife is a leading global insurance franchise, valued at \$34.7 billion and set for more growth in the coming years."

D'Alessandro was named Canada's outstanding CEO for 2002, and the following year was named Officer of the Order of Canada. He received an honorary doctorate from Concordia in 1999.

He earned his first degree from Loyola College in 1967, and went on to qualify as a chartered accountant, earning the bronze medal from the Institute of Chartered Accountants. He has worked for Coopers & Lybrand, Genstar, the Royal Bank of Canada, where he was a vice-president, and the



Richard J. Renaud and Rector Frederick Lowy with Dominic D'Alessandro (centre) at the dinner Monday night in Toronto. The Loyola Medal was presented to D'Alessandro by Ray Huot, president of the Loyola Alumni Association.

Laurentian Bank of Canada, where he was president and CEO.

From 1989 to 1996 he organized successful annual giving campaigns for Concordia, and he has served on the university's Board of Governors.

The Loyola Medal is given every two years for outstanding achievement and contributions to society. Past recipients include the late Governor-General Georges P. Vanier, Paul-Émile Cardinal Léger, former mayor Jean Drapeau, and musicians Maureen Forrester and Oscar Peterson.

The proceeds from the gala dinner on Monday night will establish an

endowment in Mr. D'Alessandro's name that will support master's and doctoral students at Concordia.

We offer Mr. D'Alessandro our hearty congratulations.

CONCORDIA'S THURSDAY REPORT

Concordia's Thursday Report

is published 17 times during the academic year on a bi-weekly basis by the Internal Relations and Communications Department of Concordia University, 1455 de Maisonneuve Blvd. W., Montréal, Québec H3G 1M8. Phone: (514) 848-2424 ext. 4882. E-mail: barblak@alcor.concordia.ca. Fax: (514) 848-2814.

Material published in the newspaper may not be reproduced without permission. ISSN 1185-3689. Publications Mail Agreement No.: 40042804.

Return Undeliverable Canadian Addresses to Concordia's Thursday Report, #121, 1455 de Maisonneuve Blvd. W., Montréal QC, H3G 1M8. email: ctr@alcor.concordia.ca

Editor
Barbara Black

Assistant Editor, Layout and Production
Greg Fretz

Concept
Elana Trager
Marketing Communications

Passage to India: agreements signed



Above, Rector Frederick Lowy signs a memorandum of understanding with the Indian Institute of Technology, Madras.

Lowy led a Concordia delegation to India, including Professors Rama Bhat and Thiruvengadam Radhakrishnan, from Engineering and Computer Science, and Dale Doreen, from the John Molson School of Business.

Agreements were also signed with the Centre for Policy Research, an Indian think tank focused on policy issues, the Indian Institute of Technology, Delhi, and the Airports Authority of India.

This visit followed a trip sponsored by the Department of Foreign Affairs and International Trade to develop academic links between Canada and India. Concordia participants on that occasion included Dean of Engineering and Computer Science Nabil Esmail and Amely Jurgenliemk, from the Mel Hoppenheim School of Cinema.

 **Concordia**
UNIVERSITY

Future issues:

May 20
June 3



Ten distinguished recipients at Convocation

ARTS & SCIENCE



Claude Ryan (posthumous)

Claude Ryan was hailed as a statesman of rare wisdom and integrity when he died on Feb. 9, 2004. He was the publisher of the influential newspaper *Le Devoir*, and leader of the

Quebec Liberal Party.

From the mid-1940s to the early 1960s, a time of significant change in Quebec, he was national secretary of the Action catholique canadienne, and during the same period, president of l'Institut canadien d'éducation des adultes.

In 1962, he joined the daily newspaper *Le Devoir* as editorial writer, and served as editor-publisher until 1978, when he resigned to pursue a political career.

He served as leader of the Quebec Liberal Party from 1978 to 1982, leading the successful "No" forces in the 1980 independence referendum. He subsequently served in various cabinet posts, notably as Minister of Education, and retired from active politics in 1994.

The long list of Ryan's honours suggests the broad range of his interests, from a National Newspaper Award to the Human Relations Award of the Canadian Council of Christians and Jews and the Prix de Carrière of the Conseil du Patronat du Québec. Among other things, he was named *La Presse's* Person of the Year, a Lifetime Honorary Fellow of the Institute for Research on Public Policy, and a Companion of the Order of Canada.



Alistair MacLeod

Alistair MacLeod is one of Canada's finest authors. Although he was born in North Battleford, Sask., he was raised among an extended family in Cape Breton, N.S. He still spends his summers writing in a cabin in Inverness County, and it is the people

of Cape Breton whom he portrays so memorably in his fiction. He has published two internationally acclaimed collections of short stories: *The Lost Salt Gift of Blood* (1976) and *As Birds Bring Forth the Sun* (1986). In 2000, these two books, accompanied by two new stories, were published in a single-volume edition entitled *Island: The Collected Stories of Alistair MacLeod*.

In 1999, MacLeod's first novel, *No Great Mischief*, was published to great critical praise, and was on national best-seller lists for more than a year.

The novel won, among many other prizes, the International IMPAC Dublin Literary Award, the most lucrative award in English-language writing.

MacLeod recently retired from teaching creative writing at the University of Windsor.



John O'Brien

John O'Brien is Rector Emeritus of Concordia, and Speaker of University Senate.

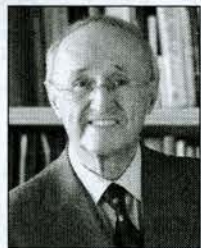
Over his long association with the university, he has been a professor of economics, department chair, Dean of Arts (Sir George Williams University, 1963-68), Vice-Principal Academic (SGW, 1968-69), Principal and Vice-Chancellor (SGW, 1969-74), and Rector and Vice-Chancellor of Concordia University (1974-84), the first to hold that position.

Dr. O'Brien's probity and dry wit are so prized that he has been unanimously elected and re-elected Speaker of Senate since that post was created in 1996.

He was educated at McGill University and the Institut

d'Études Politiques, and has honorary degrees from McGill and from Bishop's University.

ENGINEERING & COMPUTERSCIENCE



Normand Hébert

Normand D. Hébert has built Quebec's largest automobile sales company, the Groupe Park Avenue. It has more than 400 employees and annual sales of more than \$250 million.

His passion for cars led him to found the annual Salon Internationale de l'auto de Montréal in 1969. It is now enjoyed by about 200,000 visitors.

Mr. Hébert has many family connections to Sir George Williams University, Loyola College and Concordia, and has been a generous fundraiser for the university.

He established a master's fellowship given annually in his name to a student in the Department of Mechanical Engineering for financial need and academic merit. He is a member of the Rector's and Millennium Circles, which recognize significant donors.

FACULTY OF FINE ARTS



Maryvonne Kendergi

Mme Kendergi is best known as a Radio-Canada broadcaster and advocate for classical music in Quebec. Born in Armenia in 1915, she escaped persecution with her family by fleeing

to Syria and subsequently settling in France. She attended the École Normale de Musique de Paris, where she was influenced by its founder, Alfred Cortot, and by the great piano teacher Nadia Boulanger.

After serving for a time as director of cultural activities at the University of Paris, she moved in 1952 to Saskatchewan to be with her parents. She came to the Université de Montréal, where she taught from 1968 to 1981 and created the first course in Canadian and Quebec music history. She also started a public series of encounters with celebrities under the name *Musialogues*.

She continued to communicate that subject with skill and warmth in her years at Radio-Canada, where she did more than 200 interviews with musicians. She also founded the Association pour l'Avancement de la recherche en musique, and became an advocate of women's rights.



Guido Molinari (posthumous)

A painter from the age of 13, Guido Molinari became one of Canada's foremost artists, and helped build Concordia's Faculty of Fine Arts as an art teacher from 1977 to 1997.

He never finished his formal education. Molinari studied with formalist painters Marian Scott and Gordon Webber, but he found kindred spirits in the American painters Jackson Pollack and Piet Mondrian, who freed painting from reference to perspective.

With his friend Claude Tousignant, Molinari changed the landscape of Quebec art in the 1960s. He experimented with painting blindfolded and in the dark, and developed a style that featured geometric shapes and bright colours.

His work was exhibited internationally, and he received many awards and distinctions, including the David Bright Prize at the 37th Venice Biennale, the Prix Paul-Emile Borduas for his contribution to art in Quebec, and appointment to the Order of Canada in 1971.

A gifted teacher, he taught at Concordia from 1970 to 1997, and helped a generation of students gain confidence through self-expression. He died Feb. 22, 2003.

JOHN MOLSON SCHOOL OF BUSINESS



Lui Che Woo

Lui Che Woo is an entrepreneur and philanthropist based in Hong Kong.

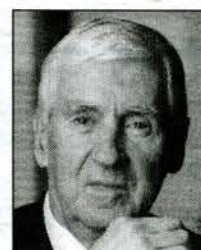
He was born in Guangdong province of China, and moved to Hong Kong at four, with his family, ahead of the Japanese invasion.

He had to leave school at 12 and sell food from a small roadside stand to help his family make a living. With hard work, ingenuity and perseverance, he moved into business, first as a food wholesaler, then selling spare car parts by day and attending school by night.

Later, he began importing used U.S. army machinery from Okinawa.

In 1955, he established the founder of the K. Wah company, now the K. Wah Group of companies, which employs about 10,000 people.

Mr. Lui played a major role in the peaceful turnover of Hong Kong to China, and he is a major supporter of medical and educational facilities in Hong Kong and the U.S. He was made a member of the Order of British Empire in 1988, and has even had a star named after him, the Lui Che-Woo Star, asteroid number 5538.

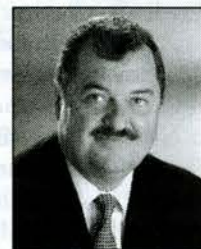


André Chagnon

André Chagnon founded the cable company Le Groupe Videotron in 1964, and grew it into one of Canada's foremost telecommunications companies.

He sold it four years ago to focus exclusively on the Lucie and André Chagnon Foundation, which fights chronic poverty and promotes preventive health practices.

The son of an electrician, he began his working life laying underground cables. Eventually he started his own contracting company, Chagnon Electric. After seven years, he sold it to his employees; it continues to flourish.



Henri-Paul Rousseau

As president and chief executive officer of the Caisse de dépôt et placement, Mr. Rousseau is in charge of a \$125-billion pension fund, one of the top 10 such funds in the world and an

engine of the Quebec economy.

He taught economics at the Université du Québec à Montréal until 1986, when he joined the National Bank and came under the mentorship of CEO Michel Bélanger.

In 1992, he left the National to head the general insurance division of the Laurentian Group.

He succeeded Dominic D'Alessandro as CEO, and in eight years increased the bank's profit from \$10 billion to \$18 billion during a period of intense competition from the Toronto-based megabanks.

Drummond Building to get a facelift, atrium

BY BARBARA BLACK

The Loyola Campus has just been transformed by the new Richard Renaud Science Complex, which absorbed the 1960s-vintage Bryan Building. Over the next year, the Drummond Building will undergo a renovation to match.

Vice-Dean Bob Roy, who oversees planning for the Faculty Arts and Science, says internal demolition work begins in mid-May, and main construction will start right after the annual construction holiday in mid-July, pending approval by the Board of Governors in May. The goal is to be finished the summer of 2005.

"It's a 12-month project," he said. "The schedule will be tight, but we hope to get it done on time and on budget."

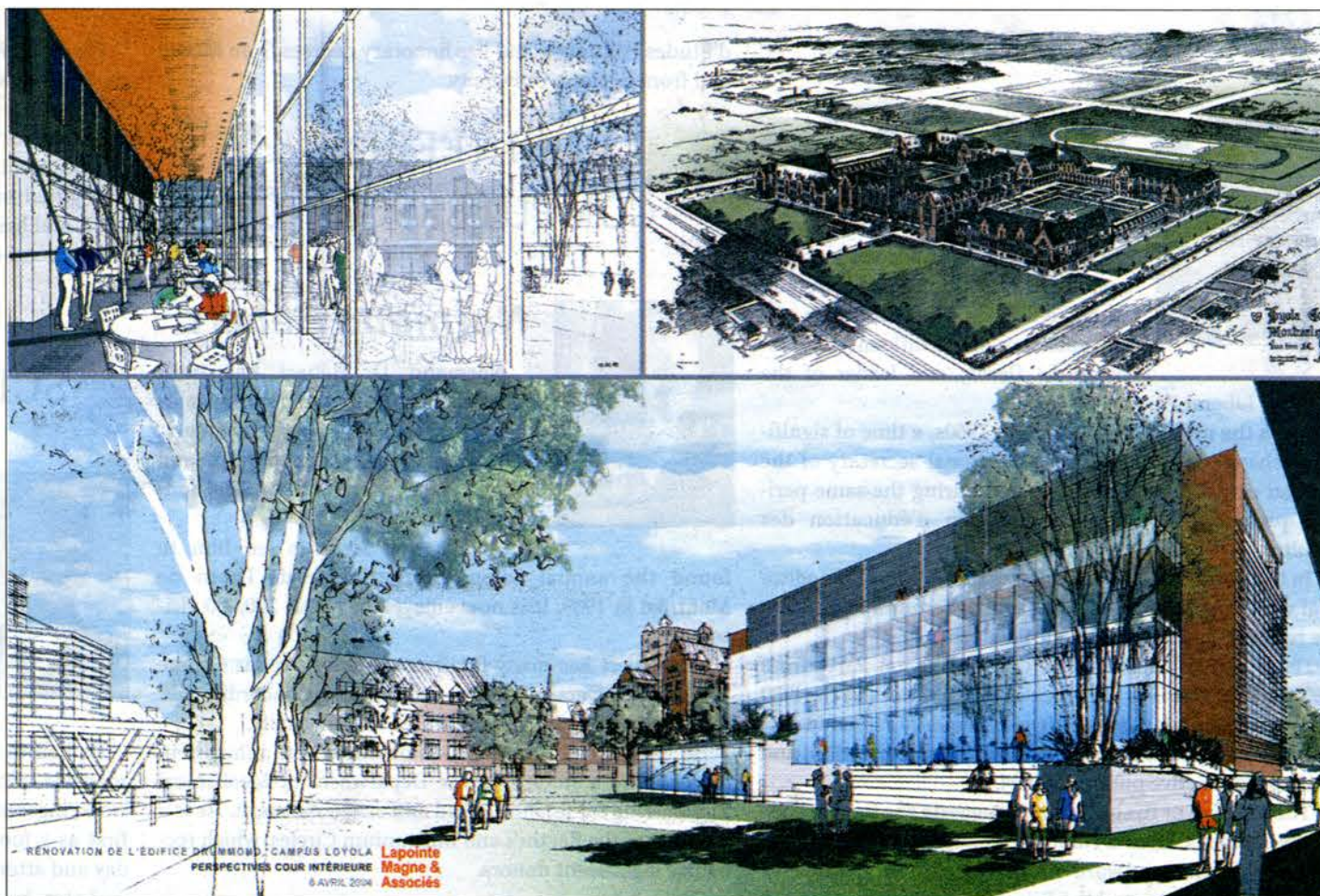
The Drummond Building, for those who don't know it, is shaped like a compressed barbell, with a central building and two "pods," or circular extensions, at either end.

The work involves demolishing the northern pod, the Senate Chamber, and gutting the interior of the entire building. The façade of the building will be removed, and replaced with brick complementing the new Science Complex. The exterior will include some slit windows in the Drummond Auditorium pod for extra light and solar louvers like the Science Complex. A tunnel will connect the two buildings.

One of the most striking elements of the renovation will be a three-storey atrium facing north toward the Science Complex. "It will completely change the look of the quadrangle," Roy said.

The upstairs of the southern pod, at the corner of Sherbrooke St. and West Broadway Ave., will comprise a high-tech facility for the inter-university research group Hexagram that will be used by experts in communications and music. The pod will also include a 100-seat auditorium and four classrooms on the downstairs level.

The central part of the building will include offices, renovated classrooms, computer labs, studios and editing suites, and will be used by the Department of Communication



Artists' conceptions of the Drummond Building renovations, by Lapointe Magne & Associés architects. The large image is of the planned atrium along the north side of the building. Upper left, the atrium from the inside. Upper right, an aerial view of the Loyola Campus.

Studies and Journalism, the bookstore and computer store, copy centre and mailroom.

In terms of area, this building will be about 9,000 square metres (gross), roughly one-quarter of the area of the 33,000-square-metre Science Complex.

The cost of the project is estimated to be approximately \$20 million, of which \$13 million will be actual building construction cost.

The Drummond renovation is eagerly anticipated by the students, faculty and staff who will use it, but as Roy wryly pointed out, all its space is already accounted for.

ENCS celebrates outstanding staff

Staff Excellence Awards in the Faculty of Engineering and Computer Science happen to go this year to two members of the Department of Mechanical and Industrial Engineering, Charlene Wald, and Joseph Hulet. Recipients are nominated by their peers and chosen by a committee.

Charlene joined the Department in 1996, and has played a leading role in improving the quality of its graduate programs. In addition to her excellent knowledge of the rules and regulations of graduate studies, she strives to provide personalized service to every student, despite an increased workload.

She supports everyone she works with, but most of all she supports the students, many of whom are from overseas. Her interest in their student life is genuine and her extra personal touch makes them feel welcome and confident.

Joseph began working at Sir George Williams as a CEGEP student in 1969, and went on to obtain a Bachelor's degree in Mechanical Engineering. By the mid-1980s, while working on his PhD, he became a full-time lab instructor in the Department of Mechanical Engineering. In 1994, he became a systems analyst.

Growth in his area has been enormous. The MIE Department is now equipped with three labs holding nearly 200 computers. Hulet has dedicated himself to the smooth operation of the Department's IT activities, while supervising two systems analysts.

Moving, repairing, installing new computers and software, warning of virus attacks and keeping the server running — he does it all with a smile and with a tremendous sense of pride. His experience and talents have contributed enormously to the strength and growth of the Department.

Whenever he is asked to give assistance, he is always extremely positive and responsive. He will gladly help any student, staff or faculty member in a congenial manner. His flexibility and great team spirit make it a pleasure for colleagues to work with him.

- Marc Bourcier, Communications, ENCS



Dean Nabil Esmail presented Staff Excellence Awards to Charlene Wald, winner in the office category, and Joseph Hulet, winner in the technical category.

Ray Beauchemin cooks up a storm with suds

BY JULIE LEPSETZ

Put aside for a moment any perceived culinary ineptitude, and imagine creating from scratch a gourmet dinner for friends. Picture an elegant three-course meal of mushrooms and Brie in pastry, apricot chicken pilaf with almonds, and (still warm from the oven) apple blueberry crisp.

Now picture having produced each dish using a different type of beer. That's right, beer.

If Raymond Beauchemin has his way, not only will more people discover the breadth and depth of the Quebec microbrew industry, but Pilsners, stouts, ales and lagers will become more frequent ingredients in cooking.

Beauchemin, a Massachusetts native with French-Canadian roots, is author of *Salut! The Quebec Microbrewery Beer Cookbook*. Part cookbook, part history text, it is an excellent introduction to the many varieties of artisan beers on the market.

Interestingly enough, Beauchemin, who boasts nearly a three-decade love affair with beer, was less than impressed with his first taste of the liquid. "It was very bitter. I didn't take to it at all," he said in a recent interview.

Fortunately, he changed his mind. The Concordia alumnus and one-time CTR freelancer credits varieties of the Boston craft brew Samuel Adams for getting him back on track.

A few years after moving permanently to Montreal in 1990, Beauchemin took a job with *The Gazette*, where he became the paper's resident expert on the microbrewery scene. In fact, his first experience cooking with beer came when he needed to test a recipe for an article.

As his interest increased, Beauchemin began hosting dinners featuring beer cuisine. Whether he knew it or not at the time, he was laying the foundation for the book's creation.

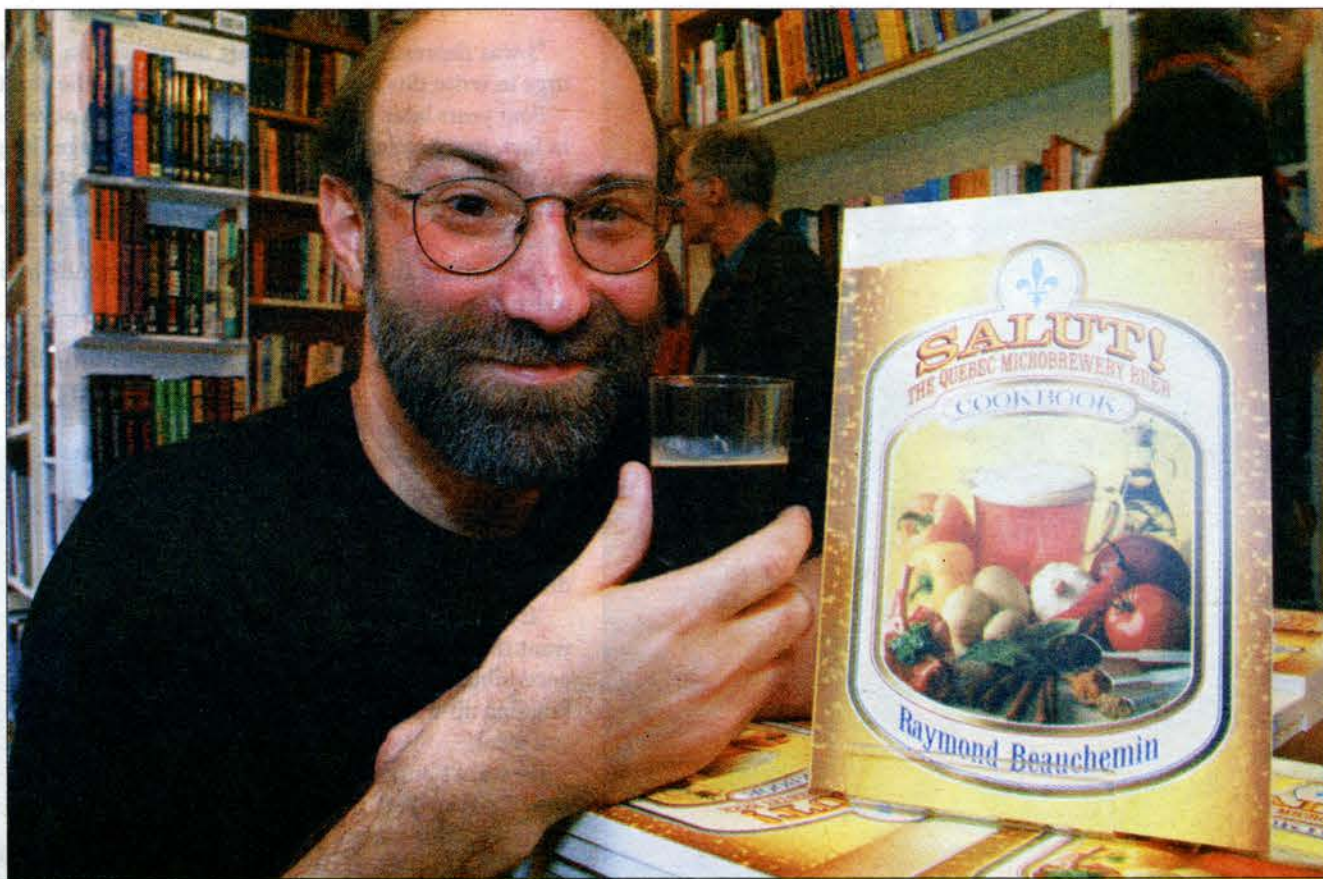
Salut! boasts a surprising assortment of menu options: hors d'oeuvres, salads, soups, main dishes, desserts and even breakfast suggestions. The recipes, from sources including brewers, chefs and friends of the author, use varying amounts of alcohol.

"Some of the best dishes are the ones that only use a small amount, because then you get to drink the rest of the bottle," Beauchemin joked.

With the current gastronomic obsession with low carbohydrates, how does Beauchemin expect to encourage the general public to embrace beer as a cooking staple?

With the taste, of course. Beer's caloric heft adds body and unique flavour to food. And it is important to note that a 12-ounce bottle of lager actually has fewer calories than the same quantity of apple juice or two-per-cent milk.

Then there are the health benefits. Microbrews are made with organic materials, sans



Ray Beauchemin with his beer cookbook, published by Véhicule Press.

preservatives; thus, not only are they tasty, they're actually better for you than regular brands.

These days, Beauchemin has a lot on his figurative plate. He will take part in the First Annual Brewers' Dinner, a fundraiser for Concordia's Alumni Association, on May 20.

The featured speaker is Peter McAuslan, of McAuslan Brewing. Participants will enjoy a seven-course meal featuring recipes from Beauchemin's book and served with appropriate beers.

Brewing in the back of his mind is the idea for a chapter on chocolate varieties and their ideal beers. The sweetness of milk chocolate, for example, melds best with either a dark or a fruit-accented beer.

Should you run into Beauchemin supping in a restaurant, don't be surprised if he's sipping his second-favorite beverage: wine. You won't, however, catch him with a soft drink in hand.

"There's nothing worse than a Coke to ruin a good meal. It's too sweet and affects your taste," he said.

For more information on the First Annual Brewers' Dinner, or to register for tickets, please visit <http://alumni.concordia.ca/calendar>.

Fine Arts alumni invited to the MMFA

The Fine Arts Alumni Association will hold events at the Montreal Museum of Fine Arts to honour two major players in Montreal's art community, Marc Séguin and Chantal Pontbriand.

On Wednesday, May 12, at 6 p.m., there will be a celebration of the work of Marc Séguin, a Concordia alumnus. His solo exhibition, *The Demons*, is on view at the MMFA until May 23. The honorary patron is Stéphane Aquin, curator of contemporary art at the museum.

On Wednesday, May 19, at 6 p.m., the guest of honour will be Chantal Pontbriand, editor of *Parachute* magazine, who will speak about significant trends in contemporary art and dance. The honorary patrons will be Michèle Theriault, director of the Leonard & Bina Ellen Art Gallery, and artist Geneviève Cadieux, an associate professor of Studio Arts.

Both events will be held in the MMFA's Café des Beaux-Arts (Le Collectionneur). The Museum is at 1384 Sherbrooke St., but access is via the lobby of the Jean-Noël Desmarais Pavilion, 1380 Sherbrooke St. W.

Tickets are \$5 per event for alumni, \$10 for non-alumni. Concordia Fine Arts alumni who attend will be eligible for a draw for artistic production grants of \$100 each. Also, on May 19, there will be a draw for a free one-year subscription to *Parachute*.



Bonhomme (1997), by Marc Séguin

Artstravaganza auctions art at Centaur

This print, *Contemplation*, from *The Song of Songs*, is one of four works of art that will be featured in a silent auction on May 19 at the Centaur Theatre.

It was donated by Dr. Sean Murphy, a member of the advisory board of the Faculty of Fine Arts and past president of the Montreal Museum of Fine Arts. The artist was Cecil Buller, Dr. Murphy's mother and an internationally known artist and printmaker.

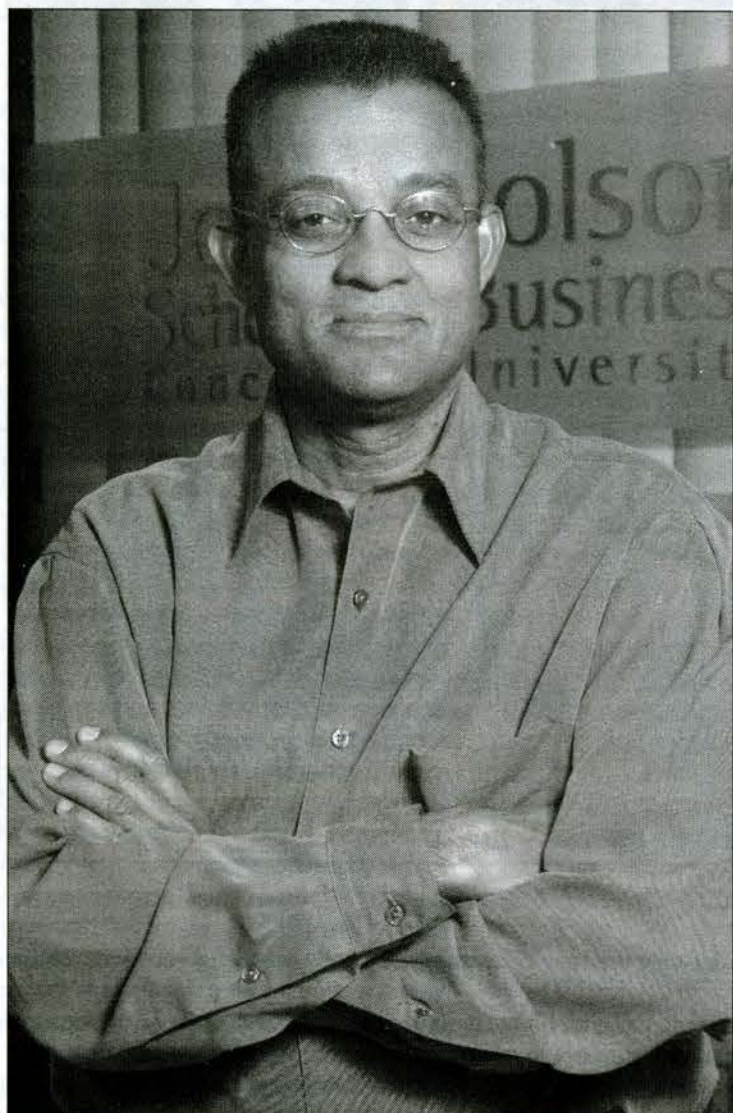
The auction will also include artworks by Robert Racine and Concordia alumna Jarmila Kavena, Susan Coopler and Susan Pepler.

ARTstravaganza is the Faculty's annual fundraiser, organized by the advisory board to support scholarships in Fine Arts.

The evening will feature the Montreal premiere of Professor Kit Brennan's play *Tiger's Heart*. Tickets are \$100, and are available from Stacey Neale, ext. 4748.



Coming-of-age novel took 12 years



Jean-Marie Bourjolly

BY BARBARA BLACK

Jean-Marie Bourjolly, a professor in the Department of Decision Sciences and Management Information Systems, has written a charming novel called *Dernier Appel*.

As the book opens, 19-year-old Didier is on the eve of leaving his unnamed homeland for France via New York. Memories come flooding back, from funny scenes of his school days and raucous times at the neighborhood cinema to his sexual coming of age and his first love. As the novel draws to a close, Didier is on the plane, anxiously waiting for takeoff.

Published by CIDIHCA, the Centre international de documentation et d'information haïtienne, caribéenne et afro-canadienne, *Dernier Appel* is based on the author's memories of growing up in Haiti.

Bourjolly remembers exactly when the project started: June 25, 1992.

"I was depressed. I didn't start out to write a novel — it was the urge to write this for myself. I wrote through the night."

Four years later, he said, he realized he had a novel on his hands — in fact, two novels. His manuscript was 500 pages long, and he knew no publisher would be interested in a book that large, but the story naturally divided in two. As a result, he has a sequel waiting for publication.

Did writing the novel help his state of mind? he is asked. "Very much. There were emotions I had kept at bay, and I was at a time of my life to sort them out."

While he is a mathematician, not an experienced writer of fiction, Bourjolly found that writing a novel was "not very different from writing an academic article."

"It's not haphazard. You want the reader to be engaged, entertained. There's a way of building up slowly to the effect you want."

He wasn't sure at first if he was capable of a full-fledged novel, so the chapters were conceived as short stories. "Each chapter is almost self-sufficient, linked by the central character, but based on a single action with its own resolution."

Dernier Appel is in some ways a love-letter to Haiti, with its folksiness, its colour, and its sudden, dismaying violence. When Bourjolly is asked how he feels about the country, he shakes his head ruefully, unable to summarize his complex reactions.

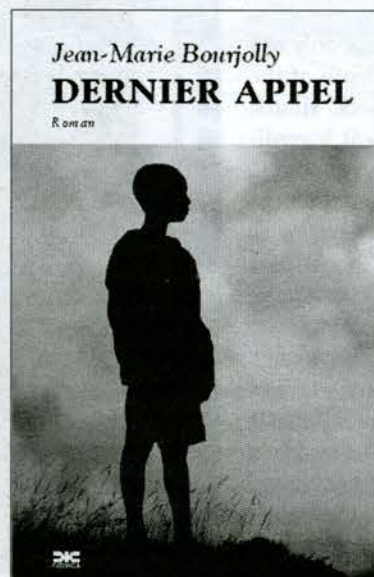
Like Didier, he was keen to leave. He was raised by a mother who must have been something like Didier's mother, poor but almost rigid in her determination that her bright son would be successful.

There's another character in *Dernier Appel* with a parallel in real life, a woman of French extraction called Tante Alice, who opens educational doors for young Didier. Bourjolly has dedicated his novel "À la mémoire de 'Tante' Aline Arbuthnot, une grande dame comme on n'en fait plus."

Bourjolly says now that like a character from a V.S. Naipaul character he quotes in his novel, he applied for every scholarship going, no matter what subject, from medicine in Belgium to agronomy in Israel. He applied to Ivy League schools in the U.S., but spoke little English at the time.

He spent five years studying in France, but couldn't get a teaching job because he wasn't a French citizen. After a year teaching in a private school, he came to Canada, and did a PhD at the University of Waterloo, where he mastered English. In 1977 he came to Concordia.

"Quebec was the best thing that could have happened to me. I enjoy my life — it's very creative, and everything has fallen into place. I don't want to retire."



Co-op: Ideas welcomed

Continued from page 1

As part of their campaign, the Integrated Solutions Group also developed newspaper and radio advertising, a redesigned internet home page, posters and direct marketing pieces, all sending out a consistent, strategic message. The group targeted employers, alumni and parents of students, but focused most of its attention on the students themselves.

Unlike working with case studies, which limit a project's scope to specific parameters, Golarz and her classmates received constant feedback from actual client interaction, and gained valuable interpersonal and public speaking skills throughout the semester.

Christine Webb, ICE's director, was impressed by how seriously students took the marketing challenge. "What ICE is and where it belongs is often not clear. As the students suggested, [ICE] should and will take advantage of [Concordia's] name and recognition. Implementing the name change will strengthen our market position, and it will give me the greatest pleasure putting the students' ideas to work," she said.

While she may not implement all of the students' suggestions, having groups of talented students prepare such high-quality marketing campaigns "will save us hundreds of hours of work," Webb said.

Golarz credits strong team chemistry for the group's success. "Right from the start, we fed off each other. Everything was a collaborative effort." The five teammates worked so effectively that the group is toying with the idea of starting a part-time consulting company after graduation.

"Because we're all graduating, we're proud to be able to leave a lasting mark on the university," Golarz said.

Geneticist Müller-Hill raises spectre of Nazi experiments

BY SYLVAIN COMEAU

Scientists should strongly consider giving up on some kinds of genetic research unless they start panning out soon, Dr. Benno Müller-Hill said in a lecture on April 22.

"Research into finding genes that predict behaviour should be dropped if they don't produce results in, I would say, the next five years."

Müller-Hill is a genetics pioneer who worked in the laboratory of James Watson, co-discoverer of the DNA double helix, and is now with the Genetics Institute of Cologne University.

He has worked all his life in gene research, primarily in the area of protein-DNA interaction and gene control, and in 1966 isolated *lac* repressor, a gene that controls the production of proteins involved in the metabolism of lactose. However, he expressed reservations about the potential for abuse inherent in one of the most explosive research areas in modern science.

Müller-Hill said that since the discovery of DNA a half-

century ago, genes have come to be seen as a new form of destiny or fate. He quoted a *Time* magazine article which perfectly encapsulated this new religion born of science.

"The article said, 'We used to think our fate was in our stars. Now we know our fate is in our genes.' That sounds very promising, but attempts to find genes for things like schizophrenia, manic depression and even general intelligence have all failed."

Müller-Hill suggested that such attempts may well be futile because they are looking for a genetic determinism which is simply not there.

"Genes are not destiny; they may give an individual a pre-disposition toward a disorder, for example, but that only means they are more likely than others to have it. It is not a certainty."

Environment and free will still play their part, and 50 years of genetic research have not changed that; hence, Müller-Hill's reservations about research aimed at predicting behaviour. While they may never bear fruit, they may have dangerous unintended consequences.

Müller-Hill raised the spectre of the Nazi eugenics programs, in which over 300,000 people were forcibly sterilized. These included gypsies, schizophrenics and other mental patients, retarded children and adults, the physically disabled and people with various hereditary diseases. Racial purity through better genetics was the goal, weeding out undesirable traits by preventing those who had them to reproduce.

"Hitler first advanced this idea in (his book) *Mein Kampf*. One of the reasons given was that these people exhibited anti-social tendencies, and the idea was that their behaviour was in their genes. They wanted to eliminate unpleasant behaviour in the society through forced sterilization."

Müller-Hill is the author of a German-language book on the history of human genetics in Nazi Germany, whose English version is called *Murderous Science* (Oxford University Press, 1988). His lecture, presented by the Science College, was part of the Peace and Conflict Resolution series of events.

Wal-Mart, meet überculture — coast to coast

BY SHANNON DEVINE

Armed with handfuls of flyers and some reels of videotape, six Concordia students, two documentary filmmakers and one journalist are going to take on a billion-dollar retailing empire.

As of April 29, the activist group überculture will visit 22 towns across the country, both those already affected by Wal-Mart and those who are slated to have a store built. Beginning in Jonquière, Que., the group will follow the Trans-Canada Highway in minivans all the way to Vancouver, arriving there almost a month later.

The group is concerned with the company's labour violations in North America and abroad, and the impact they have on small communities.

"Wal-Mart transforms the town by taking most of the life out of the downtown area, and it pulls people out of it to the outskirts where they have the room to set up these big box stores," said Tim McSorley, a political science and journalism student who is participating in the tour.

The Wal-Mart syndrome causes the virtual death of the downtown core, normally a hub of community activity. That's the inspiration for the tour's title, Wal-Town, and its slogan, "Your town is our town, eventually."

In towns that already have a Wal-Mart store, the group will set up their folding table in the parking lot, distribut-



Left to right in Belleville, Ont., where the first effort to unionize Walmart employees failed: Johanne Savoy, Tim McSorley, Tom Price, Danielle Dalzell, Ezra Winton and Samara Chadwick. Danielle is graduating from Concordia this year, and the others are current Concordia students.

ing flyers about workers, rights and the importance of supporting home-grown commerce, as well as strategies for improving working conditions such as allowing employees to unionize, as outlined in the Universal Declaration of Human Rights.

In the two towns where citizens are working against the construction of a Wal-Mart, the group will distribute information about the economic fallout associated with the store and how to lobby local government to prevent the big-box store from being built.

explained that the cheap prices Wal-Mart is famous for are a result of deplorable working conditions.

"People our age or younger are working in sweatshops making these things," McSorley said. "Part of the fight against sweatshops is also the fight for young people to have alternatives to going and working for these companies, going to school, having better jobs."

For more information or regular updates about the Wal-Town tour, visit: <http://www.wal-town.com>.

Tools to fight plagiarism

BY BARBARA BLACK

The Faculty of Engineering and Computer Science will require a student to sign a Confirmation of Originality Form every time he or she student submits work — potentially, over the four-year program, hundreds of times.

Professor William Lynch is the designated administrator of the Code of Academic Conduct in the Faculty. "We could see that some students genuinely didn't understand [that they had to attribute sources for their work]. The Code makes it clear that it's the offense, not the intent, so we developed this form."

Much of the work was done last summer, Lynch said. "Corinne Jetté, who teaches writing in Engineering, contributed greatly. We had substantial input from various departments, and [Legal Counsel] Suzanne Birks reviewed it. By September, we had a version we were fairly happy with, and distributed it on a course-by-course basis."

At first, there were four forms, one each for a written report, a lab report, software and assignments, i.e. short-term quizzes. Its use spread, and at the faculty council held in April, an

omnibus version was adopted.

It is a single double-sided page. One side is headed "expectations of originality and standards of academic integrity," and sets out clearly the requirements for all submissions. The other side provides the opportunity for students to sign their names and enter the date and their student ID number.

Lynch sees many benefits for the practice, the first being pedagogical. "We explain what we want to students who unknowingly wander over the line."

The form also "normalizes expectations in the Faculty," Lynch said. This topic generated much discussion before the form was approved. To illustrate, if the professor gives an example, and then an assignment whose question is very similar, the student is expected to cite the example in the answer.

Another benefit of the form is the opportunity it provides to talk about academic ethics in class. The professor can explain, for example, that direct quotations should be only up to five per cent of a paper.

The form probably won't stop someone who is determined to cheat, but Lynch thinks that reading the form and signing one's name is sobering enough to deter many students from trying.

Take the kids to Robinson Crusoe

Geordie Theatre, which produces excellent plays for young people in Concordia's D.B. Clarke Theatre, has another great one coming up.

Robinson Crusoe, the classic tale of a man shipwrecked on a desert island, opens tomorrow. This production is 45 minutes long, and is recommended for ages seven to 14.

The opening night is sold out, but the production continues May 8 and 15 at 2 p.m., May 9 and 16 at 1 and 3 p.m. Tickets are \$15 for adults, \$12.50 for children. The theatre is in the Hall Building, 1455 de Maisonneuve Blvd. W. For tickets, call 845-9810 or e-mail tickets@geordie.ca.

Feuille de Chou



Many will remember former employee Hélène Cossette, whose most recent post at Concordia was as Protocol Officer. She left this job to complete a journalism degree at Université de Montréal. Now Hélène has published her first children's book called *Feuille de chou*. It's the story of a little gray mouse who becomes a reporter. *Feuille de Chou* is illustrated by Nathalie Huybrechts, a Concordia graduate.

Hellenic Studies Unit
International Brotherhood of the Friends of Nikos Kazantzakis, Montreal Section
Cretan Association of Montreal

Dr. Athena Vouyoukas

The Intellectual Relationship of Nikos Kazantzakis and Pandelis Prevelakis
Friday, May 28, 7 p.m., Room H-767

The Works and Contributions of Pandelis Prevelakis in the Development of the Works of Nikos Kazantzakis
Saturday, May 29, 7 p.m., Cretan Association, 5220 Park Ave.

Psychological harassment added to labour code

BY BARBARA BLACK

Annie (not her real name) used to love her job, but a series of misunderstandings and disappointments caused a rift with her supervisor.

Others in the department started making fun of her behind her back. Annie began having trouble sleeping, and made mistakes in her work. Her boss's impatience became openly expressed, in front of the others.

Annie went on a long sick leave, and found she couldn't even walk near the building where she had once worked without trembling, tearing up and feeling the pounding of her heart. She felt like a failure, and even thought about suicide. She resigned, and never resumed her career.

You may not think much about harassment in the workplace — until it happens to you. Then you may feel isolated, vulnerable, and confused not only about how to stop it, but whether it is in fact taking place. However, psychological harassment is getting increased attention from legislators.

As of June 1, Section 81.19 of the Labour Standards Act

will ensure that every employee has the right to a work environment free from psychological harassment. Moreover, employers must take reasonable action to prevent it, and whenever they become aware of it, put a stop to it.

This law is deemed to be part of every collective agreement, and covers both unionized and non-unionized employees, including senior managers.

The victim's perception is taken into account in evaluating whether harassment has taken place, but the victim has to start the process by making an allegation. This can be a big step, so it is useful to know what psychological harassment is and isn't.

Definition

Harassment can include spoken remarks or a hostile work climate. It is likely pervasive or repetitive, but it does not need to be incessant. Even a single act may qualify if it produces repercussions over time for the victim.

Human Resources and Employee Relations at Concordia

says it may take the form of a supervisor bullying a subordinate, one employee harassing another, or a client or student abusing an employee.

Abuse of authority by a boss may take the form of treating an employee differently from the others. It may include yelling, using abusive language, constantly interrupting, ignoring the employee, or casting doubt on his or her competence.

It may involve withholding information and resources or not granting time for discussion. It may consist of excessive e-mails, or assigning an inappropriate workload.

Unaddressed personality conflicts can lead to harassment among peers. Employees may gang up on one of their colleagues, maliciously gossiping and starting rumours, or shunning the person.

However, harassment has its limits. It is not performance evaluation, for example. It's not disciplinary measures that have been imposed for good reason. It shouldn't infringe on the employer's right to manage, or to intervene in regular work relations.

Remedial policy adopted at Concordia, but unions critical

BY BARBARA BLACK

At Concordia, charges of harassment may be pursued through the relevant union or employees' association, the Office of Rights and Responsibilities, or relevant legislation, including the Criminal Code.

An alternative has been developed. A procedure on psychological harassment was approved by the Rector's Cabinet last December, and is available on the HRER Department's website, at <http://hr.concordia.ca/>. (Look under Additional Information.)

This procedure is to be applied by a "facilitator" appointed by the university, trained by Human Resources and in place for a three-year term. The facilitator names "assessors" to investigate complaints and make recommendations.

Andrée-Anne Bouchard, of Employee Relations, said this policy is now in effect, although no facilitator has yet been hired.

The legislation enjoins employers to "contribute to the sensitization, education and training of all staff members to prevent vexatious behaviour and to ensure that all employees enjoy a workplace devoid of discrimination and harassment."

To this end, HRER has instituted a series of two-hour information sessions for 295 supervisors, and the Rector has asked them to attend.

Bouchard said that 10 such workshops have been held, and were attended by approximately half of those man-

agers invited; six are still to be held, and more will be given in the fall. She said that those who attend are encouraged to share what they have learned about psychological harassment with their employees.

Bouchard said that the university's procedure is likely to be more confidential, timely and less costly than pursuing harassment charges through the arbitration process provided by a collective agreement.

References in the procedure to sanctions are still vague. When asked what disciplinary measures could be taken against a someone found guilty of harassment, Bouchard said they could range from a letter to the transfer to another department of either party or even to dismissal of the culprit.

More cases

John Raso has been dealing with individual cases for CUPEU, the 300-member professional employees union, for four years. He says he has seen an increase in charges of harassment, all of them psychological rather than physical. None involve sexual harassment.

At present, Raso is aware of seven cases, two of them against the same supervisor. In fact, only one case of the seven is by an employee against a peer; the others are by an employee against his or her supervisor.

"This [alleged harassment] involves a small minority of managers, but our representative from the CSN [Confédération des syndicats nationaux] says Concordia

has the most she's seen anywhere," Raso said.

In trying to iron out such disputes, a mutually satisfactory resolution often depends on the goodwill of the administrator overseeing the supervisor who was accused. However, Raso said, "It's often complicated by the fact that there are many players. It needs creative solutions, not defensiveness."

Suzanne Downs, president of CUSSU, the Support Staff Union, was critical of the procedure adopted by the university, said, "It doesn't have any teeth. The person investigating [such charges] should be an autonomous person, not someone hired and paid by HR."

"We have a tendency to stick our heads in the sand and hope it will go away, that the person will leave [the university]. We blame it on personality conflicts. Worse, people get used to it."

"Many people at Concordia are not permanent, [so] their jobs are precarious, and [dismissals] don't have to be justified."

Downs added that workload contributes to stress, and that can create conflict. "We keep getting told enrolment is going up, but the number of staff is roughly the same."

Downs wondered why only managers were given the information sessions, and why no sanctions against abusive supervisors were mentioned in the procedure.

"The abuser could be a key player, somebody that's too valuable to the university. The ultimate loser would be the whistleblower."

In brief

Superlative evening gets results

The Best of the Best, a peripatetic dinner that took place in three upscale Italian restaurants on April 19, surpassed the highest hopes of its organizers in the John Molson School of Business.

Last year, the fundraising event raised \$94,000 for PhD Fellowships in Business. This year, \$115,000 was raised, under the chairmanship of Frank Di Tomaso, BComm '68, partner of the accounting firm of Raymond, Chabot, Martin, Pare.

The organizing committee comprised Lee Hambleton (honorary chair), Charles Lapointe (past chair), Michael Di Grappa, Cornelia Molson, Carolyn Renaud, Rick Renaud and Marianna Simeone.

The event was sponsored by the Italian Trade Commission, Italvine, Berchicci Importing Ltd, Consorzio Del Formaggio Parmigiano-Reggiano and VR

Services Michael Di Grappa. The superb wines were donated by Rick Renaud from his personal wine cellar.

Tables were purchased by Aéroports de Montréal, Concordia University, Frasken Martineau, Le Groupe Petra, Molson Inc., Raymond Chabot Grant Thornton, Sajo Inc., Seed Capital, Wynnchurch Capital.

Peace and Conflict Resolution

The Peace and Conflict Resolution Academic Series has established an additional submission date of Thursday, May 27, for proposals for the 2004/2005 schedule.

Fourteen proposals for 29 activities were selected for the current academic year. The many faculty, students and staff worked together, with external groups, to create a successful series of challenging and stimulating academic events.

From the Middle East to Rwanda, South Africa to Montreal, Iran to Cambodia, the Series has examined a wide range of faculty interests and expertise while contributing to public debate.

The commitment and energy with which members of the Concordia community have addressed these issues and the development of this series have been impressive.

Proposals for 2004/2005 will be announced following the fourth due date: May 27.

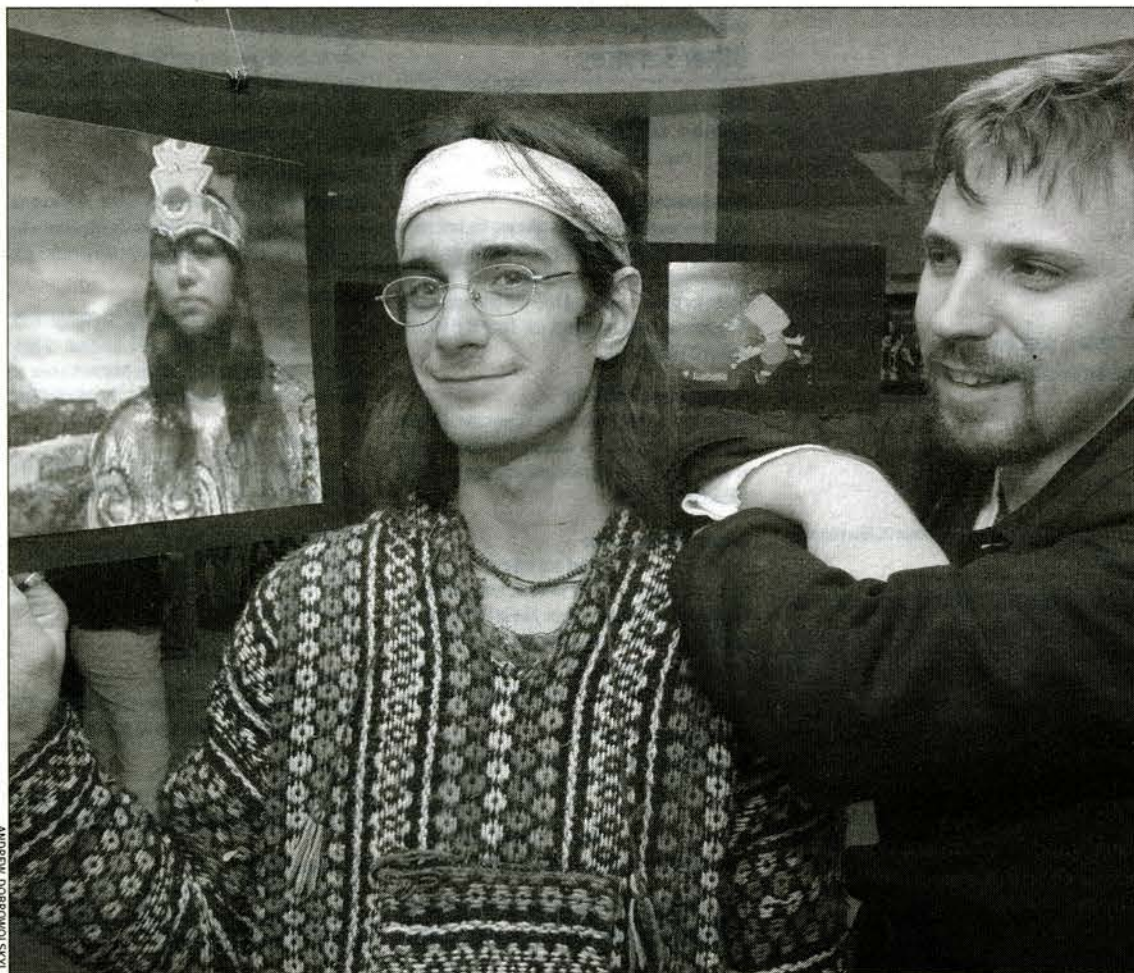
The last event of the year will be a public lecture talk by Martha Nussbaum, of the University of Chicago, on "Ethical Systems Interfacing with Religion, Law, Development and Gender," on Thursday, June 3, from 7 to 9 p.m., in Room H-520 of the Hall Building. This event is co-ordinated by Religion Professor Norma Joseph.

Deputy Speaker of Senate needed

Nominations are still open for the new position of Deputy Speaker of Senate.

The term is for one year, renewable by Senate. This is not a paid position.

For additional information, please contact Danielle Tessier, Director, Board and Senate Administration, at danielle.tessier@concordia.ca, or ext. 7319.



Yannick Morin's inspiration for his multimedia project came from First Nations imagery. At right is Concordia's Israel Dupuis, who initiated the project.

Multimedia tools for success

Design students worked with street kids

A pilot project that brings art students together with street kids has attracted the attention of the media and even the head of state.

P.K. Langshaw, chair of Design Art and Digital Image/Sound & the Fine Arts, said Governor-General Adrienne Clarkson paid a quick visit to her studio recently to look the work being done there, and liked what she saw.

A vernissage was held at a gallery on Ontario St. E. on April 27 of work that was done this term.

Over the term, Concordia design students passed on some of their own skills in digital art. Judging from the enthusiasm at the vernissage, the Dans la rue students enjoyed exploring their artistic ability, learning a new way to express themselves, and acquiring more self-confidence.

In practical terms, they also received credit from the Quebec Ministry of Education towards their high school diploma, thanks to the involvement of the CSDM (Commission scolaire de Montréal).

The two three-credit courses in the pilot project will now be opened to all interested and appropriately skilled students in the Faculty of Fine Arts.

The Dans la rue multimedia project began in 2001, when part-time professor Israel Dupuis approached the organization with the idea of matching his third-year design students with students from the in-house school program run by Dans la rue. The idea was to show that artists can contribute to their communities and see a real impact emerge from their efforts.

Dans la rue was founded in 1988 by Rev. Emmett Johns to offer outreach programs to homeless youth in Montreal. For more information about Dans la rue, visit their Web site at <http://www.danslarue.com>.

In brief

Librarians Poster Forum

The third annual Librarians Poster Forum was held yesterday, May 5, at the Georges P. Vanier Library, Loyola Campus.

Seven 15-minute presentations were made by librarians and library students, followed by questions and discussion.

William Curran, Director of Libraries, said, "We invite any and all university librarians in Montreal, plus the two library schools at the Université de Montréal and McGill.

"The idea is to share their area of interest, or research, whether it's finished or in progress."

Curran said the only thing the organizers would like to add is higher francophone participation.

Books wanted

The Concordia Used Book Fair is the annual fundraising event sponsored by the Concordia Volunteers (originally started by members of the Association of Sir George Williams Alumni).

They would like to appeal to members of the Concordia community for donations of books members no longer need, read, or have space for in their homes.

The Book Fair's proceeds during the past five or six years have been used to supplement the Student Emergency Food Fund, which is administered by the Multi-Faith Chaplaincy, and to initiate the Concordia University Used Book Fair Scholarship.

The Fair is usually held during the first week of October, but donations will be happily accepted throughout the year. Boxes marked "Concordia Used Book Fair" may be dropped at the loading dock of the Hall Building.

Stingers roundup

Two Stingers selected in CFL draft

Canadian Football League teams looked to the Concordia Stingers to shore up their defensive lines, choosing defensive ends Rudy Hage and Troy Cunningham in the annual Canadian college draft held April 28.

Hage was selected by the Montreal Alouettes in the fourth round, 34th overall. He will join Stinger alumni Sylvain Girard (WR) and Brad Collinson (long snap) at the Als' training camp next month.



With Concordia in 2003, Hage recorded 13 solo tackles and 8 assists in six games. He also picked up 2.5 tackles for losses and a forced fumble.

Before joining the Stingers last August, he spent three seasons with the University of Colorado football program - 2000-'02. The Montrealer, also played football in the Quebec CEGEP system at Vanier College in 1998 and 1999. In his final year in CEGEP he played eight games, recording 64 tackles.

Hage is a six-foot-four, 275-pound Economics student. His younger brother Marwan, a centre who suited up for the Colorado Buffaloes in 2003, was also drafted. He was the Hamilton Tiger Cats' pick in the second round. However, Marwan has signed a free agent contract with the Jacksonville Jaguars of the NFL.

The British Columbia Lions selected Cunningham in the fifth round, 40th overall. It is the first time the Lions have ever selected a football player from Concordia University. Dating back to 1976, 40 Stingers have been drafted by CFL teams and another dozen have signed as free agents - but none have gone to BC.

Cunningham from Mallorytown, Ont., was a commanding presence on the Stingers' line. Last season, he recorded 20 solo tackles and 12 assists in seven games. He was menacing in the backfield, picking up 7.5 tackles for losses and a sack.

He was named to the QIFC all-star team and earned first team all-Canadian honors. Cunningham was also named the Stingers' outstanding defensive lineman at the team's annual banquet in February.

The six-foot-four, 265-pound Exercise Science major was a bargain in the fifth round. He had attracted a lot of attention from the CFL scouts last fall and was invited to the CFL combine last month in Ottawa. Several teams had indicated they considered him a first round draft choice.

Stingers' Donovan draws NFL interest

Mickey Donovan, a fourth-year linebacker with the Concordia Stingers, has been contacted by several National Football League teams and hoped to be selected in the NFL draft held Saturday, April 24, and Sunday, April 25, or to sign as a free agent shortly thereafter.

Several teams have been in contact with Donovan and his agent Dr. Ping. The Cleveland Browns sent scout Chuck Jones to Concordia last October. There has been a lot of talk with Detroit Lions head coach Steve Mariucci, and the Pittsburgh Steelers have shown interest.

Donovan has been a dominant force in the QIFC since transferring from the University of Maine and joining the Stingers in 2002. This season, the Laconia, N.H., native was the top tackler on the Stingers with 63 in seven games, including 40 solo tackles.

He was a CIS first team All-Canadian, the Quebec conference's nominee for the President's Trophy awarded annually to the top defensive player in the country, and he was a QIFC all-star. He has been invited to participate in the annual CIS East-West Bowl Game, which will be held May 8 in Waterloo, Ont.

Says Concordia head coach Gerry McGrath, "He's got a prototypical linebacker's body - fast and powerful. He has amazing closing speed and a knack for finding the ball. He's the best linebacker I've ever seen in Canadian university football."

What makes Donovan such a hot prospect is his rare combination of speed and strength. He runs the 40 in 4.60 seconds. He can bench press 225 pounds 26 times and his vertical leap is 37 inches.

As an American, Donovan is not eligible for the CFL draft which will be held Wednesday, April 28.

Stingers NFL history

1995 - Mark Montreuil - CB - 7th Round - San Diego Chargers
1996 - Denis Montana - WR - Free Agent - Houston Oilers
1999 - Sylvain Girard - WR - Free Agent - Cleveland Browns
2002 - Burke Dales - P - Free Agent - Pittsburgh Steelers

Concordia hosts high school all-star game

Top high school football players played in the 18th annual Alouette Alumni Bowl at Concordia Stadium on April 30. The game was organized by the Alouettes Alumni Association, Concordia, McGill and U de M for teams in the Ligue scolaire métropolitaine de football.

the backpage

may 6 - may 20

Events, notices and classified ads must reach the Internal Relations Department (BC-120) no later than 5 p.m. on Thursday, the week prior to the Thursday publication. They can be submitted by e-mail (ctr@alcor.concordia.ca) with the subject heading *classified ad*. For more information, please contact Greg Fretz at 848-2424 ext. 4579.

The Arts

Jane Eyre

Persiphone Productions is holding their remaining performances Polly Teal's wonderful adaptation of Jane Eyre. 3700 St. Dominique, April 21 - May 8. \$20, \$15 for students. 843-7738, or www.persiphoneproductions.org.

Leonard & Bina Ellen Art Gallery

Show Off: First-year fine arts students' exposition, April 16 to May 15. Open Tue. to Sat., 12 to 6 p.m., closed Sun. LB-165. Free. Info at ext. 4750. www.ellengallery.com.

VAV Gallery

1395 René Lévesque West. Student-run gallery. ext. 7388. <http://fafa.concordia.ca/vav-gallery/>.

Open House

Artist group ART @ RCA, will be holding an open house at 1001 Lenoir St. in St. Henri, May 7 to 9 from 5-9 p.m. Fri. from 1-5 p.m. as well as Sat. and Sun. Works in many genres by the 20 resident artists on display for viewing and purchase.

Geordie Theater

Robinson Crusoe, opening May 7 at 7 p.m., and showing May 8 and 15 at 2 p.m. as well as May 9 and 16 at 1 and 3 p.m. D.B. Clarke theater. Info at 845-9810 or tickets@geordie.ca.

Meetings & Events

Office of Research 2004 Information Workshops

May 17 in H-762. 10 a.m.-noon: Pre- and Post-Awards (Grants); Compliance. 2 p.m.-4 p.m.: Industry & Partnership.

May 18 in H-760 from 10 a.m.-noon: Industry & Partnership and from 2 p.m.-4 p.m.: Pre- and Post-Awards (Grants); Compliance.

Space is limited. RSVP to the Office of Research by May 11. Info at ext. 7308 or email marlene.chiasson@concordia.ca. <http://oor.concordia.ca/WORKSHOPS/may2004.shtml>.

Concordia Jugglers Session 5

Sharing experiences as a parent or child in honour of Mother's Day. May 10 at 12 p.m. in H-767. Complimentary lunch will be served. RSVP by May 7 at lgould@alcor.concordia.ca or ext. 7377.

MATLAB short course

Offered by Mechanical and Industrial Engineering. Fees apply. Contact R.B. Bhat at rbbhat@vax2.concordia.ca.

Concordia Toastmaster's Club

Master skills to help you formulate and express your ideas, improve your ability to listen and evaluate other people's ideas. Monday evenings at 6 p.m. Contact Milushka, (514) 848-2424 ext 4800 or www.angelfire.com/ca/TOASM.

Canadian Therapeutic Recreation Association Conference (CTRA)

May 26-28. Reduced rates for students. Contact Flora Masella at 345-3611, ext. 3639. Registration package on the web at <http://www.canadian-tr.org/home.htm>.

2004 JMSB graduates happy hour

June 1, at Cheers, 1260 Mackay, from 5 to 7 p.m. Free for graduates, \$10 for guests. RSVP before May 20 at alexarob@alcor.concordia.ca, or ext. 4397.

The power to change whole systems: workshop

June 10 and 11. Preferred Futuring, with Lawrence L. Lippitt. For organizations doing outcomes management, for mobilizing community involvement, for consultants doing leadership training. Workshop fee of \$900 (private sector, government) \$550 (community organization), \$375 (students). 1155 Guy St. Info at ext. 2273, centreh@alcor.concordia.ca.

JMSB graduates get together

June 1. JMSB Alumni Chapter invites 2004 JMSB graduates to come celebrate with fellow classmates, professors and staff. Cheers Bar at 5 to 7 p.m. \$10 for Guests. RSVP before May 20 at alexarob@alcor.concordia.ca, or at ext. 4397.

Oscar Peterson Concert Hall

May 8 at 7:30 p.m. EMSB CHORALE. The Spring Gala Concert will feature Anne-Marie Denoncourt, piano and Jill Rothberg, guest flautist. Classical and contemporary works by Caccini, Glick, Lloyd-Webber, Rutter, Saint-Saëns, Watson-Henderson and more. Patricia Abbott, director. \$10 adults, \$5 seniors and students. Info at (514) 482-7200, ext. 7234.

May 9 at 2 p.m. SUZUKI INSTITUTE. Suzuki students of all ages will perform repertoire standards. Directed by Dragan Djerkic. Free.

May 11 & 12 at 2 p.m. and May 13 & 14 at 7 p.m. ROBERT ADAMS. Part of a series, the literary reviewer presents *The Stubborn Season* by Lauren B. Davis. Info at (514) 488-1152.

May 16 at 7:30 p.m. ENSEMBLE SINFONIA DE MONTREAL. Orchestral works by Felix Mendelssohn (*Symphony 5 - The Reformation*), Johannes Brahms (*Variations on a Theme by Haydn*) and Max Bruch (*Concerto for Clarinet, Viola and Orchestra in E minor, Op. 88*). Louis Lavigne, music director; Frédéric Chalfoux (clarinet) and Jonathan Fontaine (viola), soloists. In advance: \$10 for students and \$15 at the door.

May 17 & 18 at 5 p.m. & 8 p.m. STUDENT ELECTROACOUSTIC WORKS. Students of Mark Corwin, Ian Chuprun and Michael Pinsonneault. \$5, free for students w/ ID.

Oscar Peterson Concert Hall, 7141 Sherbrooke W. Box office: Monday to Friday, 9:30 a.m. to noon and 1:30 to 4:30 p.m. ext. 4848. Visit <http://oscar.concordia.ca>.

Counselling & Development

May 3 - 14. Job Search Club. Learn how to research employers, how to make cold call, networking techniques, interviewing strategies etc. 9 a.m. Ext. 3545.

Self-help and Support

Peer Support Centre

Feeling overwhelmed or stressed out about your mid-terms and need someone to talk to? Drop by the Peer Support Centre, 2090 Mackay St. Open Mon.-Thurs. from 11-5 p.m. New office located at Loyola in the Guadagni Lounge (CC-408), every Thurs., 11-5 p.m.

Mature Student Mentor Program

Advice about school, referrals, or a friendly ear. New mature students can meet with a CMS mentor one-on-one throughout the year, by appointment or on a drop-in basis. Contact Nelly at ext. 3890 or Brigen at ext. 3895.

Quebec Obsessive Compulsive Disorder Foundation. Obsessive Compulsive Disorder Clinic, MUHC, Allan Memorial Institute, 1025 Pine Ave. W. Monthly support groups. Experienced facilitators. Confidentiality assured. Call (514) 624-4036 or e-mail hofyul@videotron.ca.

AMI-Quebec

Support and educational resources for the mentally ill as well as their family and friends. 9-5 p.m. Mon. to Fri. 5253 Decarie Blvd., suite 150. Call (514) 486-1448.

Mondays from 7:30-9:30 p.m. Support group. Psychiatry Bldg. Jewish General Hospital, 4333 Côte St. Catherine Rd.

Women's weight-loss group

A new weight loss group that's not a diet program. Students motivating one another to lose weight and share tips for success. Info: jenste98@yahoo.com.

Multi-Faith Chaplaincy

Multi-Faith Chaplaincy nurtures faith, spirituality and social responsibility, and provides a pastoral presence, especially for students. It offers workshops, discussion groups and religious services and co-ordinates social justice action and community involvement. Ext. 3590.

MOTHER HUBBARD'S CUPBOARD: Great vegan food, excellent company and engaging conversations, all for a loony or

two. Thursdays 5 to 7 p.m. Annex Z, Room 05. Ellie Hummel, ext. 3590.

WHAT'S THE BIBLE ALL ABOUT? An exploration of the Christian Bible for beginners and those wanting to learn more. Mondays 1:30-2:30 pm Annex Z, Room 05. Info: Ellie Hummel at ext. 3590.

SCHEDULE OF EUCHARIST (ROMAN CATHOLIC) IN THE LOYOLA CHAPEL: Sundays at 5:00 pm-Mon. to Wed. 12:05 pm. Thurs.-Fri. Communion at 12:05 pm.

Peer Support Program: A student-staffed listening, referral, and information service. SGW-Mon. to Thurs. 11 a.m. to 5 p.m. Annex Z, Room 03 (Down Stairs). Loyola-Thurs. 11 a.m. to 5 p.m. Guadagni lounge, Info: ext. 2859 or http://advocacy.concordia.ca/Peer_Support/peer.html.

Language Services

Language courses for \$6 per hour

French, Spanish, English, Chinese, Arabic, etc. Small groups. MISM School. Downtown. Call 985-5855.

English teachers wanted

With teaching experience and a degree. Call 985-5855 or daen@canada.com.

English/ESL Tutor

Qualified and highly experienced TESL teacher for all levels. Conversation, writing, proofreading, editing. Contact Marion. 487-1354.

Teach EFL in South Central Taiwan

Up to 15 students aged 6 to 15. Teachers should be mature, energetic, patient, reliable and ready to interact with kids. For info: gaslight42@hotmail.com or columbia_333@yahoo.com.

Word processing

Manuscripts/term papers/resumes/correspondence, etc. Carole: (514) 937-8495 or carole.robertson@sympatico.ca.

Editing, proofreading

Need help organizing, editing or proofreading your academic papers? Reasonable rates. Contact alisonpiper@aol.com or call (514) 489-6923.

TOEFL tutoring

Tutoring in English by PhD grad to help you get the scores you need to enter university. Call (514) 306-2875.

Language exchange

I am an English speaker in the TESL program who would like to swap English for French. If you are interested in meeting perhaps one hour a week email: aprilreding@hotmail.com.

Concordia Students For Literacy

Share your knowledge! Volunteer as a tutor for basic literacy for adults and children. For more information contact us at ext. 7454 or stu4lit@alcor.concordia.ca or come by and see us at SC03-5.

Native English teacher wanted

Would you like travelling & money? We currently need a native English teacher for kids next summer in China. For info, please contact: imblueskyschool@yahoo.com.

English tutor/writing assistant

TESL qualified tutor for all levels. Experienced editor/proofreader for papers/theses. Contact Lawrence at (514) 279-4710 or articulationsh@hotmail.com.

Translation English to French

Master's student from France proposes English to French translation and French correction. 15 to 25\$/page depending on the text. E-mail: kathleenolivier@gosympatico.ca

Editing, tutoring

Offered to all students of any discipline by a Concordia graduate with the background in psychology of education. Special attention for international students. Contact: bianca-geo@yahoo.com or call (514) 223-3489.

ESL tutor and paper editing

Concordia graduate is offering tutoring in English as a second language, and editing of university essays. Contact: creepyscorpion@yahoo.com or at or call (514) 290-2103.

Other Services

Money managing

Investments, tax preparation & counseling, debt management. J.L. Freed, MBA. 483-5130.

Tax returns for \$10

With three years experience, can offer you the best return within a reasonable period of time. Can meet in downtown area. Computerized service also available. Can review tax returns for previous years and help you get more money. Professors, Concordia employees, call Faraz at (514) 924-2954 or (514) 696-2228.

Writing instructor with PhD

Prepare for the CUW; improve your conversational English with Quickspeak; prepare for quality presentations, as well as learn to research, organize and edit your university essays. (514) 992-0013.

Canada Shotokan Karate

Perfect for fitness, stress relief, and self-defence. Two locations. Little Burgundy: \$65 for 10 weeks, with practices on Monday and Wednesday at 7 p.m. Also at Little Burgundy Sports Centre, 1825 Notre-Dame West (514) 932-0800. Contact the instructor, Ryan Hill (514) 933-9887. Plateau (St Laurent and Ave des Pins) - Simon Inwood (514) 274-6532.

Science grad tutor available

Experienced, effective and affordable tutor for most Chemistry, Biology, Math, Biochemistry (I & II), and term papers. I have tutored dozens of Concordia students successfully and worked as a Biology TA. Problem solving, past midterms and topics review. E-mail: darlook@canada.com.

University of the Streets Café

The University of the Streets Café creates gathering places for community members to pursue lifelong learning and engagement in the form of collective discussions. For more info, call ext. 3967 or log onto <http://univcafe.concordia.ca>.

Apartments

House for rent

Cozy cottage in TMR. 3 bedrooms, finished basement, wall-to-wall carpeting, appliances, parking, large private garden. Excellent schools & recreation; safe, quiet streets. Close to transportation. Commuter train takes 8 minutes to downtown. Faculty preferred. \$1,650, unheated. Contact Chris dzidecruz@hotmail.com or (514) 738-7055.

Furnished sublet

Plateau Mile End, 4 1/2 (1 bedroom) bright, quiet, available June, July, August, with the possibility of renewal. (514) 270-6670 or rbaert@istar.ca.

Home for rent

Family sabbatical home for rent. 3 + 1 bedrooms, 2 bathrooms, Dorval. Available July 1. Email john.lydon@mcgill.ca or phone (514) 633-1632.

Summer sublet

Located in the heart of the city, large, quiet, luminous and furnished apartment on the 20th floor with a view of downtown. Close to Concordia. Sauna and swimming pool. Air conditioning. \$825 all included. Grégory at (514) 935-6626 or ako@ca.inter.net.

Apartment for rent

3 bedroom sunny upper duplex. High ceilings, large living and dining area, full kitchen with appliances, dishwasher and washing machine, garden access. Vendome metro. July 1 or earlier. \$1150/month. Barry Lazar at (514) 487-4562.

Apartment for rent

Sunny and centrally located apartment in Outremont (Bernard and Bloomfield); 4.5 rooms (bedroom, living room, dining room/study, and kitchen); fully furnished apartment. Available May 1-June 30; \$700 all included. Contact Arang at akeshava@alcor.concordia.ca or 279-0292.

Apartment for Rent

Sublet for May 1-N.D.G. 3 1/2, bright, clean, large, hardwood floors, indoor parking spot, great location. Call 796-6512.

Summer sublet

Big 3 1/2 apartment in the Monkland Village in NDG. Near bus and metro Villa Maria. Washer and dryer in the apartment. Direct access to the garden. Telephone and Internet. \$520 all included. Contact Ioana mioana74@yahoo.com.

Apartment to sublet

Seeking non-smoking, mature individual to sublet a 31/2, fully furnished, clean, cozy apartment in a nice, older 3-story building. \$500 including utilities and cable. May 1-Aug. 31. 5min from Loyola Campus. Close to amenities. 484-8064.

Room for rent

One block from Concordia: private furnished bedroom in clean home with furnishings, heating, electricity & local telephone supplied. Shared kitchen, balcony views, garden pond and full bathroom. \$425 monthly. No pets. Full year or summer sublet available. 485-1552 or neal.loyola@sympatico.ca.

Apartment for rent

Large 5.5 in Mile End. Beautiful 1920s building at Parc and Laurier, hardwood floors and many original features. Third floor, quiet terrace, heat included. April 1. \$900. (450) 458-3005. noseworthyemeghan@hotmail.com.

Apartment for rent

European-style 41/2 available for sublet to Concordia Faculty members or referred individuals. Furnished with antiques, on Dr. Penfield Ave. Call Christine at 514-938-3193.

Condo to buy

\$185,000. 2nd floor condo for sale near Gay Village. Brick walls, wood floors, large balcony, new windows. 2 bedrooms (1100 sq. ft total) 10 ft. ceilings. Near metro, near all amenities. Rear faces community garden. Patrick 522-9589.

Apartment to Sublet

3 1/2 on the corner of Guy and Lincoln on the 8th floor - Nice view of mountain. (514) 937 4176. \$775. Available April 1.

Housing arrangements wanted

For professor and family, June 16 to 30. A 5 or larger, furnished, close to campus and transit. English elementary schools and daycare. Colleen or Chris at (406) 782-3179 or celliot@mttech.edu.

Parking spot available

Exterior of condo on the corner of St. Jacques and Guy. \$50 monthly. Call Mr. or Mrs. Rioux at (514) 762-6848.

Room for rent

Semi-detached house. Non-smoker. Backyard, 5 min. from Loyola. Immediately. \$370. Carole, (514) 481-9461.

Apartment to rent

Upper duplex in Cote-des-Neiges. 5.5, close to metro. Clean, excellent condition, wood floors, excellent light. Two balconies. Call 736-0296 or 731-1985.

Apartment for rent

Cozy, bright and clean 1 1/2 located on Lorne Crescent, close to gym, school and all amenities. Available now. \$600, all inc. with laundry in building. amyjohnston@hotmail.com.

Apartment to share

Two private rooms for one person in a big 61/2 apartment. Looking for a mature woman, non-smoker. \$425 all-included. Gerda at 522-1571 or Syncope@sprint.ca.

Unclassified

Furniture for sale

Computer table, portable 'Solo' sound system, double fount, 500 BTU air conditioner, rocking chair, teak table w/4 chairs, mirror. 487-5999. patrib2002@yahoo.ca.

New Furniture for Sale

Sectional sofa, couches, coffee tables, bedroom furniture, mirrors, lamps and other miscellaneous items for sale. Contact elana@total.net.

Furniture for sale

Elegant solid pine wall unit composed of 2 desks, bookshelves, compartments and a large mirror. Must see. Mahogany red color. Christine at 938-3193.

Furniture for sale

A black melamine wall unit, (2 pcs) with interior lights. Doors are in glass. \$125. Good condition. Kathy at 321-1089.

For sale

New BBQ \$45, kitchen cabinet (excellent condition) \$50.00, Singer sewing machine (good condition), window coverings - call for size. 363-9999 or 367-4190.

CPR Courses

Offered through the Concordia University Environmental Health and Safety Office. Courses offered monthly in 2004. For more information and prices call ext. 4355 and ask for Donna Fasciano. All courses are recognized by the Quebec Heart and Stroke Foundation. www.concordia.ca/ehs.

Plant a seed...

help us grow!



Let's Create Bright Futures... Together!
Please give generously to the Staff Appeal.

